



Military Workforce Development

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**Military Workforce
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DCMC Military Personnel Matrix of Responsibilities

NAME	AREA OF RESP	COM PHONE	DSN PHONE
LTC Stephen Leisenring	Perf/Eff/Fit Reps	(703)767-2401	427-2401
Maj Steven Minnich	Professional Dev	(703)767-2469	427-2469
MSgt Victor Anderson MSgt Jesse Montoya (01/00) Ms. Kathy Kinder	Position Management Admin DCMC	(703)767-5158	427-5158
SMSgt David Young	Admin DCMD-W	(310)900-6030	929-6030
Mr. Mark Sukenik	Admin DCMD-E	(617)753-4490	955-4490
SMSgt Kenneth Hammond	Admin DCMD-I	(703)767-1682	427-1682
Ms. Diane White	Reserve Coordinator DCMD-E	(617)753-3552	955-3552
MSgt David Lane	Reserve Coordinator DCMD-W	(310)900-6031	929-6031



OVERVIEW

- **MILITARY WORKFORCE RESPONSIBILITY**
- **GOALS/INITIATIVES**
 - Training
 - Workforce Issues
 - Quality of Life
- **LEGISLATION**
 - Mil Pay Changes
 - Retirement
 - Post Retirement Civil Service Employment
 - Tuition Assistance
 - Thrift Savings Plan



MILITARY WORKFORCE RESPONSIBILITY

- Consistent Policies and Practices for Each Service
 - ‡Provide Tools and Establish Proper Environment
 - ‡Sustain Top Military Professionals
- Training, Quality of Life, and Professional Development



Training Goals

- **Access to Military/Professional Training**
 - Full Participation in Selection Boards
 - Proactively Manage Training Allocations
- **Command Training Requirements**
 - ID DCMC Specific Training, Attain APDP Cert. Goals
 - Acquisition Training for Non-Acquisition Members
- **Tracking of Requirements & Completion**
 - Develop Effective Tie to Service Data Base
 - Establish and Maintain Insight into Command Training Needs
- **Need Systemic Processes**



Training Initiatives

- **Analyze Allocation Systems -- Ask for and Get What We Need**
- **Establish Course Cancellation Policy -- Stop Loss of Allocations**
- **DAWIA Tracking -- What do We Really Need?**
- **Require Individual Development Plans -- Build Professionals**
- **Help Revise DLAM/I 1300.1 -- Represent DCMC in Policy Dev.**
- **Enhance Supervisors' Training**
 - **Add Military Block to Supervisor Training**
 - **Sponsor/Obtain Quotas for Specialized Supervisor Training**
- **Implement Systemic Fix for Annual Training Quota Call**
 - **Tie in IDPs and Use the DLA Training Application**
- **Establish Military Section on DCMC Home Page**



QUALITY OF LIFE GOALS

- **Enhance QOL to Support focus on mission.**
- **Provide intervention to enhance QOL**
- **Address Dynamics of a “Non-traditional” Military Assignment**



QUALITY OF LIFE INITIATIVES

- Operating Outside the “Military Complex”
 - Inprocessing/Sponsorship
- TRICARE - TRICARE Remote
- Member/Family Support
 - **<http://www.lifelines4qol.org/>**
 - **<http://www.dcclifecare.com>**
 - **1-800-873-4636**
 - **Relocations**
- Access to and use of Military Welfare Funds



WORKFORCE GOALS

- **DCMC Tour: Professionally Desirable, Demanding & Rewarding**
- **Proactively Manage Allocations**
- **Develop Supervisors' Skills and Knowledge**
- **Provide Mentoring Opportunities**
- **Recognize Outstanding Performance**
- **Assure DCMC Assignment is a Value Added Experience**



WORKFORCE INITIATIVES

- **Proactively Manage Assignments vs. Personnel Allocations ?Reserve Forces?**
 - **Service Fill Rates are Impacting Us**
 - **Fills Based on DLA Priority Listing**
- **Establish Individual Development Plans**
 - **Key to Professional Development**
- **Identify and Support JDA Billets**
- **Review Job Titles and PDs**
 - **Current and Effective in Telling Board Members What Member Does**
 - **Positions with PDs >3 Yrs Old Will not be Filled**
- **Performance/Effectiveness/Fitness Reports**
 - **High Quality and on Time**
- **Reinforce and Expand Recognition/Awards Programs**
- **Help Revise DLAM/I 1300.1 -- Represent DCMC in Policy Development**
- **Develop Supervisors' Resource Books -- "How To and Resources"**
- **Use of SEA's and SSA's in quality control role and as mentors**



FY 00 Legislation

- **Mil Pay Changes**
- **Retirement/Post Retirement Civil Service Employment**
- **Tuition Assistance**
- **Thrift Savings Plan**



Mil Pay Changes

- **Jan 2000**
 - **4.8% Basic Pay Raise**
 - **2-3% housing allowance change**
 - **certain grades higher**
 - **certain localities higher**
 - **1% Basic Allowance for Subsistence**
- **July 2000 Targeted Raises**
- **Jan 2001-2006**
 - **Increase Set @ Employment Cost Index + .5%**

Retirement



- **REDUX**
 - **Members Who Entered Service After 1 August 1986**
 - **May Elect Out to “Old” System**
 - **May Elect to remain under REDUX with \$30,000 @ 15yrs**
- **Post Retirement Civil Service**
 - **Eliminates Retirement Offset**
 - **Repeals the Total Fed Compensation Cap in Title 5**



Tuition Assistance

- Implementing regulations will need to be issued

Amends 10 U.S.C. 1745 to permit payment of tuition for education and training of military personnel in the acquisition workforce on the same basis as civilian personnel (up to 100%).

- **A response to dichotomy between civilian coverage vs.. military for core acquisition personnel**



Thrift Savings Plan

- Implementing regulations will need to be issued
 - **Active duty and reserve component service members of all ranks will be able to contribute up to five percent of pay (not allowances) in the TSP.**
 - Targeted for July 2000, but Executive Branch must ID tax offset before implementation
- **Unknowns**
 - Will special rules apply to those who retire from active duty before the age at which they can draw TSP benefits?
 - Can they continue to contribute from their retired/retention pay?
 - Can they fold their TSP's into their civilian employee TSP's?
 - Can they lose their TSP contributions as a "forfeiture of all pay and benefits" by court-martial?



SUMMARY

- **Military Workforce Responsibility**
- **GOALS/INITIATIVES**
 - Training
 - Quality of Life
 - Workforce Issues
- **LEGISLATION**
 - Mil Pay Changes
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- **BACK-UP SLIDES**



Helpful Web Cites

- Large list of quality links updated quarterly
<http://disam.osd.mil/>
- TRICARE home page
<http://www.tricare.osd.mil/>
- Tracer Remote information -- tracer for service member not near a military installation.
<http://www.tricare.osd.mil/remote/>
- Military pay information
<http://www.dfas.mil/money/milpay/>
- Rates and Allowances
<http://www.dtic.mil/perdiem/rateinfo.html>
- CONUS cost of living allowance.
<http://www.dtic.mil/perdiem/ccola.html>
- Air Force Personnel Center.
<http://www.afpc.randolph.af.mil/>
- Bureau of Naval Personnel.
<http://www.bupers.navy.mil/main/new/right.html>
- Army Personnel Command.
<http://www.fas.org/irp/agency/army/perscom/>
- Marine Corps Home Page.
<http://www.usmc.mil/>



Applications for acquisition courses

- Air Force members' applications are to be submitted on a DD Form 1556 NLT 90 days from class start date through CAHW.
- Army members must have an **approved** IDP (Army Web Page:
<https://rda.rdaisa.sarda.army.mil/idp/idpprod/idpstart.htm>
) and register online by following the instructions at <https://www.atrrs.asmr.com/aitas>
- Navy members register on-line (Navy Web Page:
<https://www.register-now.cms.navy.mil>)
- Course Cancellation: DCMC requires District Commander Approval with a copy provided to DCMC (General Malishenko) before forwarding to DLA for